

## **ANB Policy Statement 15.0 CODE OF ETHICAL CONDUCT**

### **1. Purpose**

The purpose of this Code is to promote a safe and positive environment within Athletics New Brunswick's Sport Environment by making Participants aware that there is an expectation, at all times, of appropriate behaviour consistent with Athletics New Brunswick's core values.

### **2. Application**

This Policy applies to all Members of Athletics New Brunswick, where Members are defined to include coaches, event group leaders, officials, athletes, associates, meet and race directors, administrators, athletic trainers, volunteers, staff and contractors of Athletics New Brunswick. This Policy applies to Individuals' conduct during Athletics New Brunswick's business, activities, and events including, but not limited to, competitions, practices, tryouts, training camps, travel associated with Athletics New Brunswick's activities, Athletics New Brunswick's office environment, and any meetings. This policy also applies to individuals' conduct outside of Athletics New Brunswick's business, activities, and events when such conduct adversely affects relationships within Athletics New Brunswick (and its work and sport environment) or is detrimental to the image and reputation of Athletics New Brunswick.

### **3. Expected Standard of Ethical Conduct**

#### **a) All Members of Athletics New Brunswick must:**

1. Refrain from knowingly place themselves in a situation that could give rise to a conflict between personal interests and the interests of Athletics New Brunswick without disclosing the same to Athletics New Brunswick;
2. Comply at all times with the bylaws, policies, rules and regulations of World Athletics, Athletics Canada, and Athletics New Brunswick, as adopted and amended from time to time, including complying with any contracts or agreements executed with or by Athletics New Brunswick;
3. Refrain from engaging in cheating which is intended to manipulate the outcome of a competition, a selection or other similar decision, and/or not offer or receive any bribe which is intended to manipulate the outcome of a competition, a selection or other similar decision;
4. Abide by the laws of the jurisdiction of the province or country in which the event is taking place;
5. Respect the property of others and not willfully cause damage;
6. Participate in a spirit of fair play and honesty by:
  - i. Demonstrating equal treatment of all individuals in accordance with the principles set out in the human rights and

- occupational health and safety legislation as may be applicable;
- ii. Respecting the rules;
- iii. Respecting the officials and their decisions;
- iv. Respecting all opponents;
  - v. Give everyone an equal chance to participate;
  - vi. Maintain self-control at all times;
- 7. Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory or unethical;
- 8. Refrain from using alcohol, recreational drugs and tobacco products while participating in Athletics New Brunswick training sessions or competitive events, consume these products responsibly at social events preceding or following training and competitive sessions and discourage their use by athletes;
- 9. Never provide minor athletes with alcohol, recreational drugs or tobacco products;
- 10. Be courteous and respectful to other members of the athletic community;
- 11. Refrain from the use of profane, insulting or offensive language;
- 12. Respect the dignity of others;
- 13. Direct observations, recommendations and criticism of coaching practice to the appropriate person outside the view or hearing of the public;
- 14. Refrain from public criticism of other members of the athletics community;
- 15. Promote the sport in the most constructive and positive manner possible;
- 16. Display and actively support the sport and Athletics New Brunswick in the most positive manner possible;
- 17. Act in a manner that will bring credit to the Athletics Community;
- 18. Abstain from the non-medical use of drugs and/or the use of performance-enhancing drugs or methods. More specifically, Athletics New Brunswick adopts and adheres to the Canadian Anti-Doping Program. Any infraction under this Program shall be considered an infraction of this policy and may be subject to further disciplinary action, and possible sanction. Athletics New Brunswick will respect any penalty enacted pursuant to a breach of the Canadian Anti-Doping Program, whether imposed by Athletics New Brunswick or any other organization;
- 19. Refrain from associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development, or supervision of the sport, who has incurred an anti-doping rule violation and is serving a sanction involving a period of ineligibility imposed pursuant to the Canadian Anti-Doping Program and/or the World Anti-Doping Code and recognized by the Canadian Centre for Ethics in Sport (CCES);
- 20. Refrain from any behaviour that constitutes Maltreatment;

21. Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities;
22. Obtain a Police Check in compliance with Athletics New Brunswick rules.

b) **In addition, all Coaches must:**

1. Share in the responsibility of influencing the performance and conduct of the athletes they coach, while encouraging the independence and self-determination of each athlete by their acceptance of responsibility for their own decisions, conduct and performance;
2. Acknowledge that all coaches have an equal right to desire the success of the athletes they coach;
3. Treat fellow coaches and athletes that are not coached by them with due respect, both in victory and defeat, and encourage athletes to act accordingly. Actively encourage athletes to uphold the rules of Athletics and the spirit of such rules
4. Not solicit, either overtly or covertly, athletes coached by others to join their training group or club. This also applies to a person representing a club.
5. Select training activities and competitions that are suitable for the age, experience, ability and fitness level of the athletes;
6. Educate athletes as to their responsibilities in contributing to a safe environment;
7. Accept and promote athletes' personal goals and refer athletes to other coaches and sports specialists as appropriate;
8. Provide athletes (and the parents/guardians of minor athletes) with the information necessary to be involved in the decisions that affect them;
9. Be aware of the academic pressures placed on student-athletes and conduct practices and participation in competitions in a manner so as to allow academic success.
10. Ensure the safety of the athletes with whom they work;
11. Promote safe and healthy weight loss or gain, and healthy eating behaviors;
12. At no time become intimately and/or sexually involved with the athletes they coach as per the laws of Canada and as per the Athletics New Brunswick Policy 15.1. This includes requests for sexual favors or threats of reprisal for rejection of such requests. Coaches should refer to Canada's law on Child Sexual Abuse.
13. Regularly seek ways of increasing professional development;

c) **In addition, all Officials must:**

1. Conduct all events according to the rules of World Athletics, Athletics Canada, and Athletics New Brunswick, as appropriate with the integrity of the sport and the performance of each athlete in mind;

2. Prepare for, conduct, and administer duties and responsibilities to provide quality service to the athletics community;
3. Work in a spirit of cooperation with other officials and do not interfere in any way with their duties and responsibilities;
4. Observe National Officials Committee standards of dress;

d) **In addition, all Volunteers must:**

1. Work in a spirit of cooperation;
2. Act in a manner that will bring credit to the Athletics Community and themselves,
3. Be courteous, cooperative and discreet;

e) **Complaints:**

Complaints related to violations of the Code of Ethical Conduct will be dealt with as per the process defined in Athletics New Brunswick policy 14.0.

f) **Appeals:**

Appeals of decisions rendered under this policy will be dealt with using the Athletics New Brunswick Appeals Procedure as outlined in Athletics New Brunswick policy 14.1.

Adopted April 24, 2023